



WISCONSIN

DEPARTMENT OF WORKFORCE DEVELOPMENT

Division of Economic Support
Bureau of Welfare Initiatives

**TO: Economic Support Supervisors
Economic Support Lead Workers
Training Staff
FSET Administrative and Provider Agencies
Child Care Coordinators
W-2 Agencies**

BWI OPERATIONS MEMO

No.: 99-68

File: 2433.7

Date: 09/24/99

Non W-2 ☐ W-2 ☒ CC ☐

PRIORITY: High

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SUBJECT: W-2 TWO-PARENT STRIKE POLICY CHANGE

CROSS REFERENCE: W-2 Manual, Chapters 2 and 11
§ 49.151(1), Wis. Stat.

EFFECTIVE DATE: Immediately

PURPOSE

This memo clarifies the policy for applying strikes to two-parent families when both are required to participate in W-2 activities and one or both fail or refuse to do so.

BACKGROUND

W-2 philosophy strongly emphasizes the responsibility of all parents to care for and support their children. The goal of the two-parent policy is to assist families to effectively use the resources of both parents to achieve self-sufficiency.

Both parents in a two-parent family in which neither parent is disabled or caring for a severely disabled child may be required to participate in W-2 activities. The parent placed in a W-2 employment position must participate in up to 40 hours of W-2 activities. If the family is receiving federally funded child care, the second parent must also participate in allowable W-2 activities for a minimum of the difference between the number of hours the parent in the employment position participates in assigned activities and 55 hours per week.

There is no additional payment generated when the second parent participates in activities. There is no hourly payment reduction when the second parent misses activities.

STRIKE POLICY CHANGE

The **W-2 Manual**, in 2.2.5.4 and 11.2.1, states that a participant in a W-2 employment position may accumulate a strike when s/he or the second parent who is assigned participation activities because they are receiving federally funded child care refuses to participate in assigned activities. Strikes for nonparticipation earned by the second parent are given to the parent who is placed in a W-2 employment

position. A participant who accumulates 3 strikes is ineligible to participate in that employment position.

Wisconsin Statute § 49.151(1) provides that *a participant who refuses to participate 3 times* in any W-2 employment position is ineligible to participate in that component. A participant is also ineligible to participate in that W-2 employment position if *the second parent who is subject to the work requirement refuses 3 times* to participate as required.

Therefore, strikes earned by each parent in a two-parent family are not cumulative. Both the parent in a W-2 employment position and the second parent who is assigned participation activities may each accumulate 3 strikes. Once either parent accumulates 3 strikes for nonparticipation, the parent in a W-2 employment position is ineligible to participate in that employment position for life.

Example: Mrs. Anderson is assigned a CSJ placement and the family is receiving federally funded child care. Mr. Anderson is required to participate in work experience training. Mrs. Anderson has accumulated 1 strike and Mr. Anderson has accumulated 2 strikes due to their repeated lack of participation. Mrs. Anderson is still eligible to participate in her CSJ placement. If Mrs. Anderson gets 2 additional strikes **or** Mr. Anderson gets 1 additional strike, then Mrs. Anderson will be ineligible to participate in a CSJ placement.

SUMMARY

Effective immediately, do **not** assign strikes for nonparticipation earned by the second parent to the parent placed in a W-2 employment position. Rather, track strikes earned by each parent independent of each other. If either parent accumulates 3 strikes, the parent in the W-2 employment position is ineligible to participate in that employment position.

The **W-2 Manual** will be updated to reflect this change in the next manual release.